

Connections

Events Calendar

MARCH
WOMEN'S HISTORY MONTH

MARCH 8, 2020
INTERNATIONAL WOMEN'S DAY

MARCH 31, 2020
EQUAL PAY DAY

APRIL 24-25, 2020
BPW IOWA ANNUAL CONF
DES MOINES, IA

100 YEARS WOMEN HELPING WOMEN

April 5, 2020 will be the 100th Anniversary of the Iowa Federation of Business and Professional Women (BPW Iowa).

Join us on April 24-25, 2020 for our Annual Conference and 100th Anniversary Celebration! The theme of this year's conference is "100 Years of Women Helping Women".

Please consider attending our special celebration banquet on Friday evening, April 24. We'll be opening our time capsule that is currently stored at the State Historical Society in Iowa City, IA. The first BPW Iowa Trailblaz-Her Award will be presented. You'll enjoy a great meal, entertainment and an opportunity to connect with other BPW members.

We'll begin Saturday morning with registration and a continental breakfast. The business meeting will convene at 9 AM. Highlights of the day include two great speakers, election of officers, adoption of the strategic plan, legislative platform, budget, bylaw changes & scholarship presentations at luncheon.

Our keynote speaker will be Dr. Karen M. Kedrowski, Director of the Carrie Chapman Catt Center at ISU. She will discuss *Suffrage History and What's "Not Done"*. Dr. Kedrowski's bio was included in last month's newsletter.

Saturday afternoon will feature Desi Payne, international speaker and author. She will present a leadership program: *The Magic of Connecting*. See more on page 6.

Come be a part of this special event. We'll celebrate our achievements and begin shaping our future!

Cathy Hines

2019-2020 BPW Iowa President

WHAT'S INSIDE:

- International Women's Day
- Bylaws
- Trailblaz-Her Award
- New Member
- Gender Pay Gap
- Iowa BPW Foundation Scholarships
- In Memoriam
- 19th Amendment Centennial Kickoff
- Legislation Update
- Strength of Sisters
- Treasurer's Report
- Conference Featured Speaker
- Annual Conference Flyer
- Squirrel! – Dr. Celina Peerman
- Proposed Bylaw Changes



Since 1913, March 8 has been considered IWD, a day for women’s rights and international peace, tracing its beginnings back to the socialist party. President Carter declared March 2 - 8, 1980, as National Women’s History Week. In 1987, Congress declared March as National Women’s History Month. A special Presidential Proclamation is issued every year which honors American women’s extraordinary achievements.

As word spread quickly in the 1980’s, schools encouraged celebrations to achieve equity goals within classrooms. Organizations sponsored essay contests, curriculum materials and special programs to celebrate Women’s History Week, supported by Congress, governors, city councils and school boards. The theme for 2020 is “I am Generation Equality: Realizing Women’s Rights.”

IWD is a global day celebrating the social, economic, cultural and political achievements of women. As it spread around the world, it became connected to women’s suffrage movement and to ending employment discrimination.

Internationally, the color purple represents women, so wear your purple blouse or dress on March 8. Purple and white represent women’s equality. Maybe we should wear purple during the entire month of March!

Cindy Paulsen
Legislation Chair

IOWA BPW PROPOSED BYLAWS CHANGES



Hello Everyone,

It is that time of year again. There will be proposed bylaws changes for BPW IOWA to be discussed and voted on at the annual meeting on Saturday, April 25, 2020.

Please review the changes in this Newsletter and be prepared to take action on them at the Annual meeting. These changes can be found on pages 9-11 of this newsletter.

Thank you for your attention and see you at the Annual Meeting.

Janet Freytag
Bylaws Chair

Welcome
New Member!

Student Member At Large

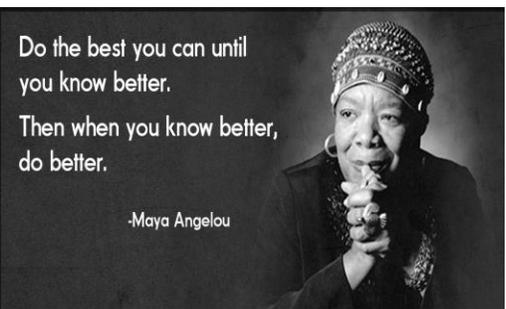
Lilian Wanjiru
shiruhagnet@gmail.com



BPW Iowa Trailblaz-Her Award

The purpose of the BPW Iowa Trailblaz-Her Award is to recognize a member who has distinguished herself in her community, her profession and our organization. The first Trailblaz-Her Award will be presented to a deserving BPW Iowa member at our April 24th banquet.

Have you nominated a BPW member for this recognition? Nomination form available: <https://www.bpw-iowa.org/uploads/userfiles/files/Trailblaz-her%20award%20nom.pdf>





Iowa BPW Foundation



Iowa BPW Foundation Scholarship applications are now being accepted! We will award the five \$1,000 scholarships during the upcoming BPW Iowa Annual Conference on April 25th.

The **due date to submit the scholarship application is March 15th**. Scholarship documents are available at <https://www.bpw-iowa.org/bpw-iowa-foundation-scholarship>

For more information, please contact Charla Schmid, Chair at 712-370-0277 or email charla_schmid@hotmail.com.



YES, THE GENDER PAY GAP PERSISTS!

March 31, 2020 is **Equal Pay Day**. This date symbolizes how far into the year women must work to earn what men earned in the previous year.

The Des Moines Register reported the gender pay gap in Iowa widened in 2018. This was according to data released by the Bureau of Labor Statistics where Iowa women earned 77 cents on the dollar compared to the state's men.

According to AAUW, the bureau adjusted its methodology for 2018 data changing the reported pay gap. This doesn't reflect a real difference: There is **no statistical change from 2017**. So, no progress either!

What can you do to close the pay gap? 1) Advocate for The Paycheck Fairness Act. 2) Don't accept any job offer without negotiating well. 3) If you discover you earn significantly less than male counterparts for the same work, discuss it with your human resources representative. If that fails to resolve the problem, contact the [U.S. Equal Opportunity Commission](https://www.eeoc.gov). 4) Vote for candidates who support laws to close the gender pay gap.

In Memoriam..



Past State President (1980-1981) Norma Maddy Hewitt, 91, passed away on Friday, February 21, 2020 at Hospice Serenity House in Oskaloosa.

Norma was born in Corning. She attended school in Pacific Junction and continued her education at a business school in Omaha, NE. While Norma's children were young, she worked for the Eddyville school district as a cook. After her children graduated, she worked as a Purchasing Agent for companies in Ottumwa and Oskaloosa.

Norma's husband, Wallace died in 1975. She married William Hewitt in 1983. They owned & operated the Oskaloosa Dairy Queen. William passed in 2005.

Norma is survived by her three children, four grandchildren, nine great grandchildren and eleven great-great grandchildren.

"Norma was a sweet woman who had nothing bad to say about anyone. She was helpful in any way possible and gave of herself and her time and talents. She believed in BPW through & through. Oskaloosa BPW local will certainly miss her. RIP, Norma." — Cindy Paulsen

100 YEAR ANNIVERSARY
OF THE
RIGHT TO VOTE FOR WOMEN

Valentine’s Day 2020 was the Statewide Kickoff for the 19th Amendment Centennial Commemoration, “**Hard Won – Not Done!**” This event was a commemoration of the 100 - year anniversary of the ratification of the 19th Amendment from an Iowa perspective. BPW Iowa was a proud sponsor of the event.

The celebration was held in the Memorial Union at Iowa State University in Ames. I had the honor and privilege of attending this celebration with a couple hundred men and women from across the state.

We were all glued to the Iowa PBS premiere of “**Carrie Chapman Catt: Woman Warrior**” documentary. The journey that Carrie Chapman Catt traveled for all women was truly phenomenal! I asked myself, as I watched the documentary, if I could have walked the walk that Carrie endured.

The Campanile on Central Campus performed a concert of suffrage-era songs. The keynote was author Elaine Weiss whose latest book, “**The Woman’s Hour: The Great Fight to Win the Vote**”, chronicles one of the greatest political battles in American history; the ratification of the 19th Amendment. She was very captivating! I have ordered the book.

Dr. Jane Cox, professor emerita, music and theatre at Iowa State University presented us with the one woman show, **The Yellow Rose of Suffrage**. It was truly spectacular!

The remainder of the afternoon entailed breakout sessions such as Suffrage in the South, Women’s Political Participation 1920-2020 and Voting Rights: The History and the Present.

The energy at this event was sensational! I left Ames with joy in my heart!

Charla Schmid
BPW/Iowa State Parliamentarian

State
Legislation
Update



Here is a VERY brief list of Iowa’s proposed legislation on education bills, after round one, called the “funnel”, which eliminates lower priority items, but should not be considered a “done deal”:

- Employees may keep firearms locked and concealed at work, owners with a “carry permit” may have guns at school.
- School volunteers/employees have the same regulations regarding corporal punishment.
- Public and private schools must display a portion of Declaration of Independence.
- Middle or high school principals may excuse students from phys-ed class if student is in swing choir or marching band.
- College athletes may be paid for their name, face or likeness.
- Schools may receive public monies to create “therapeutic classrooms” designed to help students’ behavioral issues.

How do you feel about guns at school? Guns in classrooms? Paid athletes? Students exempt from phys-ed? If you do not agree, then PLEASE contact your representative! Make your voice heard!

Cindy Paulsen
Legislation Chair

"Strength of Sisters—The POWER of Community" story continues:
Supporting and awarding scholarships

Supporting: Don't you love the image of a woman giving a "hand-up" to another woman who is facing obstacles to the possibility of a healthy and impactful life? It only takes one "hand".... then another "hand".... then another "hand".... It adds up to greatness and wholeness for one woman and the many women after that! That scenario is what scholarships are doing for the Iowa BPW Foundation's recipients. We know this because each year at the Annual Conference luncheon on Saturday, we hear their stories and their tremendous appreciation of our gifts of scholarships!



All gifts are welcome and appreciated! **We are asking every BPW Iowa member to consider donating and be a part of the Strength of Sisters—POWER of Community.** Please donate at one of the levels below:



P	for Passionate Sister	\$20.00 - \$49.00
O	for Outstanding Sister	\$50.00 - \$99.00
W	for Warrior Sister	\$100.00 - \$249.00
E	for Empowered Sister	\$250.00 - \$999.00
R	for Radical Sister	\$1,000.00 and above

It is an **extraordinary** year, BPW Iowa's 100th anniversary and the 100th anniversary of the 19th Amendment-Women's Right to Vote passage. This gives us pause to **celebrate** and extend an **extraordinary** request to our membership to donate to Iowa BPW Foundation to support scholarships! If you mail your gift before April 15th, we will recognize and applaud you at the Annual Conference. (See below for mailing details)

Are you attending the Annual Conference? If so, you will have another opportunity to help the Sisterhood. Bring your cash and checkbook! We are offering a silent auction and a 50/50 raffle during the conference. (We are currently accepting donations for the silent auction items, too.)

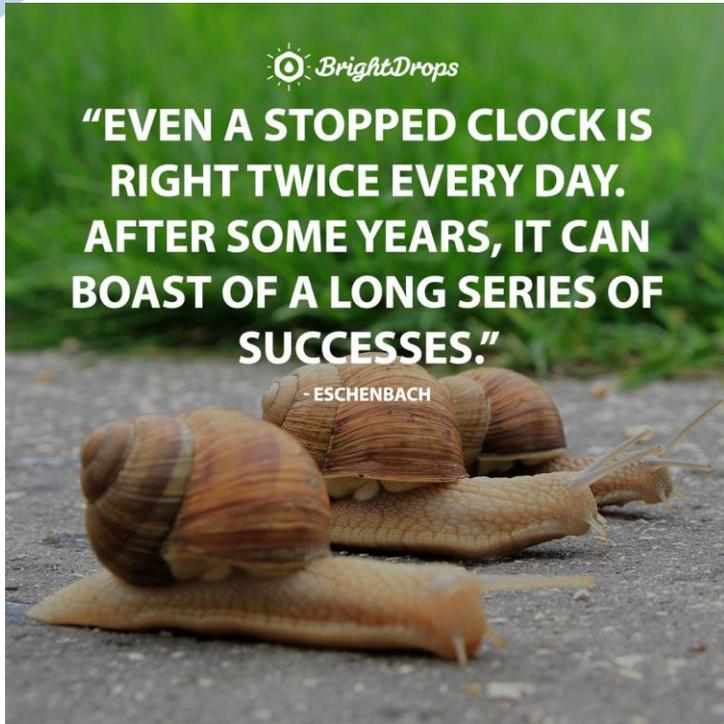
If you are not attending the conference, please give your full consideration to making a direct gift to support scholarships by mailing your check to Iowa BPW Foundation, c/o Charla Schmid, Treasurer, 1890 215th St., Red Oak, IA 51566-6013

For questions or to donate to the silent auction, please contact

Charla Schmid, Treasurer at 712.370.0277 charla_schmid@hotmail.com

Janice Brown, President at 712.243.6598 jlbrown@mchsi.com

Rose Lorenz, Trustee/ Fundraising Leader at 319.404.2125 rlorenz@cfu.net



BPW IOWA CONFERENCE

100 YEARS OF WOMEN HELPING WOMEN

April 24-25, 2020
Des Moines NW Holiday Inn, 4800 Merle Hay Road

FRIDAY	4:00 PM	Conference Registration
	6:30 PM	100th Anniversary Banquet
SATURDAY	8:00 AM	Conference Registration
	9:00 AM	Meeting Convenes
	Noon	Foundation Scholarship Awards Luncheon
	5:00 PM	Adjournment

SPEAKERS

Dr. Karen Kedrowski, Director of the Carrie Chapman Catt Center - *Suffrage History and What's "Not Done"*
Desi Payne, International Speaker, Author, Entertainer - *The Magic of Connecting*

2020
The 19th Amendment Women's Suffrage
1920

BPW IOWA
Business & Professional Women
BUILDING POWERFUL WOMEN

BPW Iowa Annual Conference

Featured Speaker

April 25, 2020



Desi Payne

Desi Payne, known as "The Attitude Adjuster", loves to motivate. She has a passion for inspiring and leading others to perform at their highest potential.

Desi is a humorous, energetic international speaker with the John Maxwell Team. She is also the author of *Do You Work with the Living Dead?*

Truly connecting with people requires more than just being a good communicator. Good leaders know how to build a bridge to others by cultivating relationships – that is the foundation to becoming a great leader.

Attend Desi's presentation, "*The Magic of Connecting*", and learn to identify the three secrets to connecting, how words make a difference, and the value of connecting.

Conference Registration Form
— Go to <https://www.bpw-iowa.org/uploads/userfiles/files/CONFERENCE%20REGISTRATION%202020.pdf>

SQUIRREL! MANAGING DISTRACTIONS IN DAILY LIFE

Many of us have heard the phrase “bright shiny objects” (BSO) to describe distractions or attention-grabbers that draw our focus away from one point and move it to another. Some of us do this much more frequently than others (author raises both hands on that...I do it all the time).

The adorable Pixar movie “Up” has what has now been described as a classic scene of a dog that battles from BSO syndrome but, as dogs do, it is more about the squirrel chasing than anything else.



At work though, some estimate workplace interruptions cost businesses over \$650 billion per year. Most employees are interrupted 70 times a day. Other data show reports that U.S. workers waste around 25 percent of their time dealing with "an incessant stream of data," which loses their employers a staggering \$997 billion a year. Once we have been interrupted, research notes that it takes us at least 23 minutes to get back to the same level of performance we are at before the interruption...

While it seems that we have been pushed to multi-task to a fault and the disruptions aren't going away, there are great practices we can engage in to recapture precious moments back and own our focus. The goal is to increase our awareness about where our focus goes and what we allow to distract us. While many of us would love an instant fix, there is “no magic pudding”. So own it – set a reasonable goal and stick to it.

A well-established research concept on this is called task switching. Also referred to set shifting, it is an executive function that involves the ability to unconsciously shift attention between one task and another. In contrast, cognitive shifting is a very similar executive function that involves conscious change in attention. The key difference is **awareness**. Neither is good or bad, however, the room for each of to improve is in the awareness piece. Why do YOU DO what YOU DO? Do put something off because something doesn't “feel” right or is it because you just don't want to do it? Do you lose focus and have a hard time completing a project or task?

What can help? Try these techniques:

1. Give yourself 15 minutes to start something. If you have been dragging to get started, set a timer and push yourself to do it for 15 minutes. Chances are you'll find a new groove and get going enough to see what is next.
2. If you are in the middle of something and just want to give up, stick to it. Can you give it another 15 minutes? 20 minutes? Hitting a fictious “wall” to attention, focus or drive isn't unusual. Pushing through it distinguishes us.

Continue Page 8

3. When designing a meeting, training, or any time of engagement, where I am trying to keep other people's attention, I design it in 20-minute chunks. Recent research is even saying that 20 minutes is too long given our shrinking attention spans. Evaluate meetings you lead, training you hold, or conversations that take hard thinking. This doesn't mean only have them for 20-minutes but be sure to engage your audience, keep them involved, give them a purpose, role or goal, and guide the conversation so you don't find yourself 2 hours later wondering what you've even talked about. Examples could include shifting speakers, capturing key points on white board, quiet think time, or small group work.

Other areas of opportunity are the way we CARE for our focus and attention. Take your break. Other experts note that if you take as little as ten minutes to stretch, walk, see "new scenery" beyond your desk, you will come back more productive than had you stayed and worked through your break. How many reading this right now eat lunch at their desk to "keep working?" This one's for you.

Remember, when everything is urgent, nothing is. You must be PICKY with your attention and make sure you are putting your focus on what is most valuable at the moment. Don't get me wrong, sometimes it feels really good to do something because you like to...even if it isn't what you should be focused on right now. However, doing that is a choice --- you are aware that right now you may need that "like" or "boost" to get you to what is next.

Today, I leave you with this. **ADD** it all up. **Analyze.** **Decide.** **Do.** Watch your workflow, time drains, meetings and projects. Look at your space and place. Consider the people and communication around you.

What are four ways to manage your squirrel moments?

1. Prioritize
2. Plan
3. Focus
4. Break

Here is the scene from "UP" ----

<https://www.youtube.com/watch?v=SSUXXzN26zg>

You got this, my friend!

Celina

Dr. Celina Peerman
Organizational Psychologist
The Peerman Group
celina@peermangroup.com

Proposed Bylaws Change

**ARTICLE VII
DUES**

CURRENT

Section 1

Dues are payable upon acceptance to membership and renewable annually on the first day of the following month after the member's anniversary date. BPW/Iowa will retain membership for a 60-day period. Dues shall be remitted to the BPW/Iowa State Treasurer.

Section 2

Dues for members shall be:

A) Member affiliated with a Local Organization.

Annual dues for each member affiliated with a Local Organization shall include local and state dues as specified in the current respective bylaw. (See Appendix for current amount).

B) Student member affiliated with a Local Organization (See Appendix for current amount)

C) Annual state dues for each business affiliate will be as specified in the current state bylaws. (See Appendix for current amount)

D) Member at Large

Annual dues for each member at large shall include state dues as specified in the current state bylaws. (See Appendix for current amount)

PROPOSED

Add Section 3

A person who has been removed from the membership roster for nonpayment of dues may be reinstated upon payment of all delinquent dues for both the local and state organizations.

RATIONALE

The requirement to pay past dues for reinstatement of delinquent members was included in the model bylaws but was likely removed from the state bylaws several years ago when a policy of forgiving late dues & changing the membership renewal date was trialed. As of January 2019, we have reverted to the old policy of requiring dues to be paid up to date and retaining the original renewal date.

Proposed Bylaws Change

**ARTICLE X
VACANCIES**

CURRENT

Vacancies in elected offices shall be filled as follows:

- A) In a single emergency situation that would prevent the President from presiding at a Board of Directors Meeting or the Annual Meeting of the Federation, the Vice President would assume the chair of that meeting.
- B) In the event of death, or resignation of the President, the Vice President shall become the President for the unexpired portion of the term.
- C) A vacancy in the office of the Vice President shall remain unfilled for the balance of the term referred to in Article X, B.
- D) Unexpired terms caused by vacancies in elected office, other than President and Vice President, shall be filled by the President with the approval of the Executive Committee.

PROPOSED

- B) In the event of death, **incapacity** or resignation of the President, the Vice President shall become the President for the unexpired portion of the term. **If there is no Vice President to fill the current term, the Secretary shall call a special meeting of the Board of Directors and elect a chair pro tem for the purpose of conducting a special election to fill the vacancy.**

RATIONALE

To clarify and provide a process for filling the unexpired term of the President and provide leadership until the election is held at the next annual meeting.

Proposed Bylaws Change

**ARTICLE XIV
BOARD OF DIRECTORS**

CURRENT

Section 3

The Board of Directors shall:

- A) Transact business of the State Federation between annual meetings
- B) Recommend the place and tentative dates for all state meetings one (1) year in advance utilizing the BPW-Iowa Monthly Newsletter for communication.
- C) Call special meetings.
- D) No member shall have more than one vote and no voting by proxy shall be allowed.

PROPOSED

Add E) A vote of the Board of Directors may be taken by mail, facsimile (fax) or email. Such vote shall have the force and effect of a vote taken at face-to-face meetings. The Secretary's records shall contain an accurate record of all such votes.

RATIONALE

To provide for electronic or mail voting in lieu of a face-to-face meeting vote.